

EQUAL OPPORTUNITY
**EMPLOYMENT
UTILIZATION
STUDY**

STATISTICAL APPENDIX

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STATISTICAL APPENDIX

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INTRODUCTION

The survey of the City's workforce found that 6.7 percent (394 out of a total of 5858) of the employees who were included in the survey were identified as belonging to a visible minority group. Using guidelines from the Ontario Human Rights Commission, the visible minority group members included in this survey were people with the following background: Blacks, Asians, South Asians, South-East Asians, Canadian Indian, Metis and Inuit.

Visible Minority group members found employment most often in the clerical category (13.5%) and Professional, Managerial and Technical category (12.2%).

An attempt was made to generate comparable data on the visible minority workforce for the community at large. This was attempted in order to place the results of the City's staff survey in context.

The existing data is limited and only allows for general estimates about the size of the various groups in the workforce. In the absence of this data it is not possible to say whether the workforce matches the estimated 15 to 20 percent Visible Minority population. If this 15 to 20 percent estimate of the size of the Visible Minority population for Metropolitan Toronto is adopted some studies indicate that this range

is similar for the City of Toronto.

Another reason for providing estimates for the Metropolitan Toronto areas lies in the fact that this area provides the employee base for the City of Toronto. Similarly, many of the organizations that are interested in the discrimination and difficulties that affected these groups have a Metropolitan service base.

Some of the available data on the skill levels of minority group members is located in immigration records which list educational levels of attainment and intended occupation. However, this data can only be used for minority group members who have moved to Canada. Minority group members who were born in Canada are not captured in immigration data.

Reports from the Board of Education provide information on Country of Birth and the language background of students in their respective systems. These reports do not identify a significant group of children who belong to the visible minority group. The largest group of these children are those who are English-speaking and whose parents come from Caribbean countries, or who are U.S. or Canadian Blacks.

STATISTICAL APPENDIX

Summary

SUMMARY OF STATISTICAL APPENDIX

Education -- Youth

Information from the Boards of Education is included because this data provides some indicators about future generations and residents of the City of Toronto. Many of these children and young people were born in Canada or have lived in Canada for most of their lives. The fact of their Canadian citizenship and long-term residency will mean that employers will not be able to use criteria such as unfamiliarity with Canadian practices or non-Canadian qualifications as a hidden means of employment discrimination. There is a danger that employment discrimination against visible minority youth may become more overt, unless leaders within the community address themselves to this issue.

All school boards do not conduct Every Student Surveys. Of the 397,765 students attending public schools (secondary and elementary) in Metropolitan Toronto, 99,498 were registered in City-area schools in April 1980. This includes students from the Toronto Region -- Metropolitan Toronto Separate School Board, 21,070, and students registered in the Board of Education for the City of Toronto schools, 78,428. (Table 3)

Toronto Board of Education data indicate that just over 70 percent of all its students were born in Canada. The percentage for the Toronto Region-Metro Separate School Board is 72 percent. Both Boards indicate a high percentage of students for whom English is not the first language. Toronto Board of Education (1975) -- 46 percent. Toronto Region Metro Separate School Board (1981) -- 67.9 percent. (Tables 4 and 7)

A combination of country of birth and language background data indicate that in the Toronto Board of Education schools, the percentage of students belonging to visible minority groups is in the order of 15 to 20 percent. (Table 4) In the Toronto Region: Metropolitan Toronto School Board the proportion of visible minority students is at least 5 percent. (Tables 7 and 8)

The Metropolitan Toronto Separate School Board does not collect data on the occupations of their students' parents. A sample of eight selected language backgrounds for the Toronto Board of Education shows that an overwhelming percentage of parents are found in the following occupations: Labourers, truck drivers, porters. Over 42 percent of all parents of students attending Toronto Board of Education schools fall into this category for both 1970 and 1975 surveys. (Tables 5 and 6)

York University/Institute for Behavioural Research and Ontario Council
for Agencies Servicing Immigrants Studies

1. The results from the York/IBR survey of Metropolitan Toronto indicates a similar percentage of visible minority group members for the City of Toronto and Metropolitan Toronto. (Table 9)
2. The OCASI study which was also prepared by York/IBR noted the following:

Education -- Thirty percent of all respondents completed their education in Canada. One third of all respondents fall into each of the three categories of educational attainment: less than Grade 10; completed Grade 13; and post-secondary training (Table 14)

Employment -- Sixty-five percent were employed; 30 percent were listed as students or housewives; and 4 percent were unemployed. (Table 14)

Income -- Women earned less than men. Twenty percent of all respondents had family incomes of less than \$10,000, with marked representation of people born in China, Hong Kong, West Indies, and the Netherlands. (Table 14)

Employment Difficulties -- Difficulties were most often reported by people born in India, followed by Latin America, Hong Kong, West Indies and Portugal. These difficulties were highest for people living in the inner areas of the City.

Forty-seven percent of all those employed found jobs in areas for which they were not trained. (Table 15)

The major employment difficulties were: (a) employers requiring Canadian experience, (b) employers refusing to recognize non-Canadian work experience and qualifications. These findings were verified by community leaders in the Asian and Black communities. (Table 17) (See also Tables 30 and 50)

Other Difficulties -- Other key areas of difficulty noted by immigrants were language and understanding Canadian Laws. (Table 17)

Intended Occupation, Occupational Distribution, and Educational Attainment

More than half of all immigrants to Canada are destined for the workforce. At least one quarter of these immigrants have professional or technical training and experience. However, this training and experience does not guarantee employment in their area of expertise for three major reasons: qualifications not recognized; qualifications not accepted; lack of Canadian experience. (Tables 26 and 41)

Trends in Immigration

Toronto receives 40 percent of all immigration to Canada, while Ontario receives over 55 percent. Less than 10 percent move from one province to another, and immigrants tend to move within the same municipal area. (Tables 18 to 25)

Women

Women members of visible minority groups report more employment difficulties than men. These difficulties include obtaining employment, having to work long hours at low salaries, having more than one job, and not having Canadian experience. Women members of each group are faced with higher levels of unemployment than their male counterparts. (Tables 14 and 16)

South Asian Population

The profile of a client to Indian Immigrant Aid Services which had close to 9,500 client contacts in 1980 follows this pattern:

English speaking; male; minimum of bachelor's degree; previous training and work experience in home country between 1950-73 and many of this last group are white collar professionals who received training in the U.S. and U.K.

Since 1975, there has been an increase in the number of female clients, who are less likely to be English speaking and who are forced into factory work. (Table 50)

Native Population

There are approximately 25,000 people of Native Origins living in Metropolitan Toronto. The unemployment rate for Native people in Ontario was over 20 percent in 1978, although their participation rate in the labour force was close to 70 percent. A comparison for the rest of Ontario shows an overall unemployment rate of 7 percent and participation rate of 65 percent. (Table 48)

Native people are under-represented within public sector employment. (Tables 54 and 47)

Inventory lists from various reservations indicate that a range of skills are present within the Native community. (Table 49)

STATISTICAL APPENDIX

Tables 1 - 52

TABLE 1

1976	Square Miles	Population
City of Toronto	37.9	682,252
Etobicoke	48.3	238,118
North York	68.0	543,662
Scarborough	72.5	363,552
York	9.1	140,401
East York	8.2	106,110
		2,124,095 1976*
		2,129,197 1978*
		2,800,000 1980**

TABLE 2

1971	Work Force
City residents who work in the City	242,660 (a) (297,370)*
City of Toronto residents who work in the Boroughs	92,380 (b)
Non-city residents who work in the City	260,440 (c)
Number of people who work within the City of Toronto Boundaries	503,100 (a) + (b) (529,939)***
Working population of the City, i.e. City residents who work in the City and outside the City	335,040 (a) + (b)

Source: City of Toronto Planning and Development Department;
Statistics Canada;

* Ministry of Treasury and Economics, January 1980
Social and Economic Data;

** Statistics Canada, 1979 estimate for 1980;

*** Ministry of Treasury and Economics, op cit. This
figure for the number of workers in Toronto probably
comes from Toronto CMA (Census Metropolitan Area).
For Toronto the CMA includes the following: Metro

Toronto, Acton, Esquessing, Georgetown, Milton,
Oakville, Ajax, Pickering, Albion, Bolton, Brampton,
Mississauga, Chinguachoussy, Port Credit,
Streetsville, Toronto Core, Aurora, King Township,
Markham, Newmarket, Richmond Hill, Vaughan and
Whitechurch and Stouffville.

EDUCATION DATA -- BOARDS OF EDUCATION

Tables 3 - 8

TABLE 3: EDUCATION DATA -- SCHOOL BOARDS

City of Toronto

Board of Education for the City of Toronto	103,818	1970
	92,703	1976
	78,428	1981 (April) (a)
 *Toronto Region: Metro Toronto Separate School Board	 21,070	 1981 (March) (b)
 Total Number of Students in the City of Toronto	 99,498	 1981 (a) + (b)

Metro Toronto

Metropolitan Toronto Separate School Board	94,473	1981 (April 30)
Metropolitan Toronto School Board	303,292	1981 (April 30)
 Total Number of Students in the Metropolitan Toronto Area	 397,765	 1981

Notes: * The Toronto region of the Separate School Board does not include those students attending French schools. These students are counted in the North York region even though they may attend those French schools within City of Toronto boundaries. Students attending the French schools account for 1.4% of the student population.

Sources: Board of Education for the City of Toronto
Metropolitan Toronto School Board. Metropolitan
Toronto Separate School Board.

TABLE 4: BOARD OF EDUCATION FOR THE CITY OF TORONTO

Data derived from 1975 Every Student Survey,
Research Reports #138 and 139. Toronto Board
of Education.

1. Language Background - (1975)

Selecting students who are likely to come from those language backgrounds and who might be identified as members of visible minority groups. This grouping does not include English and this excludes a large number of students who come from countries where this is the first language, for example, Caribbean countries.

Chinese	5,794
Korean	334
Indian	324
Cantonese	280
Punjabi	257
Hindi	235
Jamaican Patois	204

7,682 approx. 7.5%

2. English Language Background of Students

	1970	1975
English - First Language - Canadian Born	54,963	42,020
English - First Language - Foreign Born	5,508	7,280
English - Second Language - Canadian Born	21,883	22,364
English - Second Language - Foreign Born	21,329	20,251

Total Number of Students		
98% Response to Survey	103,818	91,915

3. Country of Birth - (1975)

China and Hong Kong	2,528	2.8%
Caribbean	4,912	5.3%
Asian and Middle East	2,312	2.5%
	9,752	10.6%
Canadian Born	64,604	70.1%

	<u>1970</u>	<u>1975</u>
4. <u>Students Born Outside Canada</u>	25%	30%
Students for whom English is not their First Language	41%	46%
5. Using 1970 as a base, the following patterns emerged by 1975:		
(a) The number of Italian born children <u>decreased by 50%.</u>		
(b) The number of Chinese and Hong Kong born children <u>increased by 50%.</u>		
(c) The number of Caribbean born children <u>increased by 50%.</u>		

Discussion of Toronto Board of Education Data

Section 1, language background of students, does not contain students whose first language is English and who come from a visible minority background. This would include certain groups of Blacks who are Canadian born, who come from the Caribbean, the US and via Great Britain. This might also include students of Asian background, for example, Hong Kong and India where English is widely used.

Section 3 lists the country of birth for those students included in the 1975 survey. This does not identify those students who are second or third generation and who are members of visible minority groups. For example, Section 1 notes 5,794 students whose language background is Chinese, while Section 3 notes only 2,528 students whose birthplace is either China or Hong Kong.

Sections 4 and 5 note the increasing number of students for whom English is not a first language and who come from countries/backgrounds which may place them in the visible minority background.

On the basis of these research reports, it is possible to estimate that the percentage of students who can be identified as belonging to visible minority groups is probably in the order of 15 to 20 percent.

Occupational Levels of Students' Parents in Toronto Board
of Education Schools by Language Background

The two following tables (Tables 5 & 6) are extracted from the 1975 Every Student Survey of students in Toronto Board of Education Schools. Students from the Separate School Board Schools which are located in the City are not included in these data.

The data account for the occupations of parents and not for their skill or training. It is also based on language background as identified by students. This means that the data are subject to the same limitations that any data using language background have. The eight selected groups total 7,682 students or just over 7.5% of the total student population. Since this breakdown is based on language group it excludes all English speakers who fall into the visible minority designation, for example, students who come from or whose parents come from the Caribbean.

Aside from the limitations of these data, it is noteworthy that an overwhelming percentage of the parents of these students, i.e. head of households (usually male heads of households), are located in Blisshen's occupational category #2 - 'labourers, truckdrivers and porters. When all students in the Toronto Board of Education school system are considered, just over 42% of their parents fall into this category in both 1970 and 1975 surveys.

The Metropolitan Toronto Separate School Board does not collect occupational data on parents.

TABLE 5

HEAD OF HOUSEHOLD'S OCCUPATION FOR STUDENTS OF
VARIOUS LANGUAGE BACKGROUNDS EXPRESSED AS A PERCENTAGE

(Excerpted from Table 4 - 1975 Every Student Survey, Report #139, Toronto Board of Education)

Occupa- tional category*	L A N G U A G E G R O U P S							
	Chinese (N=5794)	Korean (N=334)	Indian (N=324)	Cantonese Uncla. (N=280)	Punjabi (N=257)	Japanese (N=254)	Hindi (N=235)	Jamaican Patois (N=204)
1	5.1	6.0	4.6	5.0	5.1	3.9	4.7	6.9
2	55.5	20.7	40.4	47.9	40.1	37.4	32.3	51.5
3	3.9	7.8	8.0	2.1	10.5	5.5	7.2	15.7
4	2.3	6.0	9.6	0.4	12.8	1.2	5.5	2.9
5	6.2	7.5	13.6	4.3	5.4	9.1	11.1	7.4
6	14.2	23.4	5.9	12.9	5.4	8.7	9.8	4.9
7	1.1	2.7	0.9	1.1	1.2	5.5	3.8	2.0
8	1.4	3.9	2.8	1.4	1.9	11.0	4.3	0.5
9	2.6	7.5	6.2	2.9	4.7	14.2	14.9	0.5
10	1.5	0.3	0.0	5.0	1.2	0.4	0.4	0.0
11	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.5
12	1.0	6.3	1.9	2.5	0.0	0.8	0.9	1.0
13	2.7	3.9	2.5	6.1	10.9	1.6	3.0	2.9
14	1.9	3.9	3.4	3.9	0.4	0.8	2.1	3.4
15	0.4	0.3	0.0	4.6	0.4	0.0	0.0	0.0
16	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL PER CENT	99.9	100.2	100.1	100.1	100.0	100.1	100.0	100.1

* See Appendix for category description.

** Students in each language group include both those who have the language as their mother tongue and those

who have learned the language as a second language.

Table 6
SOCIO-ECONOMIC CODES FOR HEAD OF HOUSEHOLD
(COMPARISON WITH 1970 EVERY STUDENT SURVEY REPORT NO. 91)

Category Number	Blaken's Category	Category Description	Per Cent		Number in 1975 Elem.	1975 Sec.
			'70	'75		
1		No information or unknown	2.86	4.78	2301	2130
2	25-31.99	Labourers, truck drivers, porters	42.74	42.01	27018	11931
3	32-34.99	Bartenders, sheetmetal workers, repairmen	7.68	6.05	3934	1676
4	35-38.99	Sales clerks, jewelers, stationary engineers, machinists	4.97	3.10	1939	938
5	39-42.99	Pressmen, printing workers, electricians, members of the armed forces, clerical occupations	9.27	9.16	5242	3251
6	43-49.99	Actors, tool and diemakers, medical and dental technicians, embalmers, real estate salesmen	6.09	8.52	4865	3034
7	50-54.99	Musicians, stenographers, athletes	4.35	2.90	1777	910
8	55-65.99	Clergymen, various owners and managers, insurance salesmen, librarians	4.68	4.62	2806	1474
9	66-76.99	Teachers, professional engineers, physicians, computer programmers, air pilots	8.00	8.41	5345	2453
10		Pensioner, retired, workman's compensation, disabled or ill*	.70	1.16	390	690
11		Welfare, mother's allowance	.37	.18	104	65
12		Adult training or re-training	.64	.68	491	136
13		Unemployed	3.15	3.42	2401	770
14		Mother only, housewife	4.40	4.64	2994	1303
15		Respondent on his/her own	.09	.16	6	144
15		Group home head* (e.g. social worker, etc)	--	.20	75	110
TOTAL PER CENT			99.99	99.99		
TOTAL NUMBER			103,818	92,703	61688	31035

* Not specifically coded in 1970.

Source: Excerpted from Every Student Survey, 1975, Toronto Board of Education.

TABLE 7: TORONTO REGION: METRO SEPARATE SCHOOL BOARD

<u>Country of Birth</u>		<u>1980 - 81</u>	
Canada	72%		
Other Countries	27%	5,785 students (27.2%)	
	1 year or less	427	2.0%
	1 to 2 years	241	1.1%
	2 to 3 years	226	1.0%
	3 to 4 years	296	1.4%
	5 or more years	4,001	18.9%
	No records	592	2.8%
		<u>5,785</u>	<u>27.2%</u>

Country of Birth

Philippines	494	2.3%	Egypt	3	
Hong Kong	42	.1%	Lebanon	2	
Korea	34	.1%	Viet Nam	23	.1%
India	28	.1%	Other Asian	9	
China	11		Indonesia	2	
Ecuador	234	1.1%	Ceylon	1	
Columbia	46	.2%	Japan	1	
Chile	50	.2%	Uruguay	15	
Brazil	55	.2%	Haiti	9	
Argentina	36	.1%	Dominican		
Mexico	19		Republic	3	
Peru	18		Trinidad and		
Central America	17		Tobago	71	.3%
Other South	52	.2%	Jamaica	63	.2%
America			Guyana	54	.2%
Angola	64	.3%	Other West		
Other African	22	.1%	Indies	18	
Kenya	1		Barbados	1	
Zambia	1				
South Africa	11				

TABLE 8: TORONTO REGION: METRO SEPARATE SCHOOL BOARD

Language Background	(1980 - 81)	
Total Number of Students in Toronto Region	21,070*	
Philippine	485	2.3%
Chinese	167	.7%
Korean	51	.2%
Other Asian	33	.1%
Punjabi	9	
Japanese	4	
	749	3.55%
Portuguese	7,655	36.3%
Italian	4,028	19.1%
Spanish	697	3.3%
English Language Background	32.2%	
Other than English as Language Background	67.8%	

Note: * Students attending French language schools in the City of Toronto region are not included in these language background calculations.

DEMOGRAPHIC AND SOCIO-ECONOMIC TRENDS
IN METRO TORONTO (YORK-IBR STUDY)

OCAI STUDY ON IMMIGRANT NEEDS IN
METRO TORONTO

TALLES 9 - 17

Research Studies Prepared by York University/Institute for Behavioural Research (York/IBR)

In September 1980 two separate studies were conducted by York/Institute for Behavioural Research. The first was Trends in Demographic and Socio-Economic Characteristic of the Metropolitan Toronto Population and this study was sponsored by the City of Toronto (Planning and Development), Borough of Scarborough, Metro Toronto Planning Department, North York Board of Education, Ministry of Culture and Recreation. This study will be referred to as the York/IBR study. The second study which will be referred to as the OCASI study, Immigrant Needs in Metro Toronto was sponsored by the Ontario Council of Agencies Serving Immigrants. The analysis and both reports were written by R.D. Sharma.

(a) Population Estimates

The York/IBR study had a sample size of 3041 of which 836 respondents were City of Toronto residents. The sample was limited to adults over 18 years of age. The study reported the following:

TABLE 9

		<u>City</u>	<u>Metro</u>
1. Birthplace from non-European Countries, i.e. excluding Canada, USA, and Europe	Males	16.4%	16.3%
	Females	10.2%	11.6%
		<u>City</u>	<u>Metro</u>
2. Self-reported ethnicity	Black	3.2%	4.2%
	Asian	7.4%	7.3%
	White	86.5%	85.2%
	Not Stated	2.9%	3.3%
3. 1980 Estimate of Metropolitan Toronto Population -- 2.8 million			
1976 City of Toronto population -- 682,252			
(City Population Size Stable Since 1976)			

(b) Estimating Skill Levels

The four following tables were cross tabulations provided from the YORK/IBK study. They were prepared to give an occupational distribution for respondents. Percentages and numbers are given by sex, level of schooling and by occupational group. These tables have to be used with extreme caution as the sample size is too small from which to make reliable statements. They are provided here only to give a description of the respondents in a particular study.

Table 10

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FEMALE RESPONDENTS

	Managerial	Professional & Semi-Prof	Clerical & Sales	Services	Primary Industry	Processing Machining	Construction	Trans- port	ROW TOTAL
BLACK	2 3.9 2.5 0.2	8 15.7 3.5 0.8	29 56.9 5.6 2.8	7 13.7 7.2 0.7	0 0.0 0.0 0.0	3 5.9 4.2 0.3	0 0.0 0.0 0.0	2 3.9 8.7 0.2	51 5.0
ASIAN	5 9.3 6.2 0.5	20 37.0 8.8 1.9	22 40.7 4.2 2.1	3 5.6 3.1 0.3	0 0.0 0.0 0.0	4 7.4 5.6 0.4	0 0.0 0.0 0.0	0 0.0 0.0 0.0	54 5.3
WHITE	73 8.3 90.1 7.1	191 21.6 84.5 18.6	458 51.9 87.9 44.6	79 8.9 81.4 7.7	5 0.6 100.0 0.5	57 6.5 79.2 5.5	3 0.3 100.0 0.3	17 1.9 73.9 1.7	883 85.9
NOT STATED	1 2.5 1.2 0.1	12 17.5 3.1 0.7	12 30.0 2.3 1.2	8 20.0 8.2 0.8	0 0.0 0.0 0.0	8 20.0 11.1 0.8	0 0.0 0.0 0.0	4 10.0 17.4 0.4	40 3.9
COLUMN TOTAL	81 7.9	226 22.0	521 50.7	97 9.4	5 0.5	72 7.0	3 0.3	23 2.2	1028 100.0

SOURCE: York/Institute for Behavioural Research, 1981
Toronto Area Survey

Categories: Number within ethnic group

% distribution within ethnic group

% distribution among ethnic groups

% distribution by ethnic group and
Industry

NOTE: SAMPLE SIZE TOO SMALL
TO DRAW CONCLUSIONS

TABLE 11

- 25 -

MALE RESPONDENTS

	Managerial	Professional & Semi-Prof	Clerical & Sales	Services	Primary Industry	Processing Machining	Construction	Trans- port	ROW TOTAL
BLACK	6 9.1 3.6 0.5	6 9.1 3.1 0.5	8 12.1 2.8 0.6	5 7.6 4.9 0.4	3 4.5 50.0 0.2	24 36.4 8.7 1.9	11 16.7 11.0 0.9	3 4.5 3.0 0.2	66 5.4
ASIAN	7 6.3 4.2 0.6	34 30.6 17.3 2.8	18 16.2 6.4 1.5	8 7.2 7.8 0.6	0 0.0 0.0 0.0	44 39.6 15.9 3.6	0 0.0 0.0 0.0	0 0.0 0.0 0.0	111 9.0
WHITE	151 15.0 89.9 12.3	149 14.8 76.0 12.1	247 24.5 87.3 20.1	87 8.6 85.3 7.1	3 0.3 50.0 0.2	191 19.0 69.0 15.5	86 8.5 86.0 7.0	93 9.2 93.9 7.5	1007 81.8
NOT STATED	4 8.5 2.4 0.3	7 14.9 3.6 0.6	10 21.3 3.5 0.8	2 4.3 2.0 0.2	0 0.0 0.0 0.0	18 38.3 6.5 1.5	3 6.4 3.0 0.2	3 6.4 3.0 0.2	47 3.8
COLUMN TOTAL	168 13.6	196 15.9	283 23.0	102 8.3	6 0.5	277 22.5	100 8.1	99 8.0	1231 100.0

SOURCE: York/Institute for Behavioural Research, 1981
Toronto Area Survey

Categories: Number within ethnic group

% distribution within ethnic group

% distribution among ethnic groups

% distribution by ethnic group and
industry

NOTE: SAMPLE SIZE TO SMALL
TO DRAW CONCLUSIONS

TABLE 12

Variables: SEX, ETHNICITY, YEARS OF FULL TIME SCHOOLING

	FEMALE RESPONDENTS					ROW TOTAL
	Less than 5 years	5 to 8 years	9 to 12 years	13 years and over		
BLACK						
Number within ethnic group	0	7	27	25		59
% distribution within ethnic group	0.0	11.9	45.8	42.4		3.6
% distribution among ethnic groups	0.0	4.6	3.9	3.4		
% distribution by ethnic group and level of schooling	0.0	0.4	1.7	1.5		
ASIAN						
Number within ethnic group	0	3	22	67		92
% distribution within ethnic group	0.0	3.3	23.9	72.8		5.7
% distribution among ethnic groups	0.0	2.0	3.1	9.0		
% distribution by ethnic group and level of schooling	0.0	0.2	1.4	4.1		
WHITE						
Number within ethnic group	25	131	631	630		1417
% distribution within ethnic group	1.8	9.2	44.5	44.5		87.4
% distribution among ethnic groups	100.0	86.8	90.0	84.5		
% distribution by ethnic group and level of schooling	1.5	8.1	38.9	38.8		
NOT STATED						
Number within ethnic group	0	10	21	23		54
% distribution within ethnic group	0.0	18.5	38.9	42.5		3.3
% distribution among ethnic groups	0.0	6.6	3.0	3.1		
% distribution by ethnic group and level of schooling	0.0	0.6	1.3	1.4		
COLUMN TOTAL	25	151	701	745		1622
	1.5	9.3	43.2	45.9		100.2

SOURCE: York/Institute for Behavioural Research, 1981
Toronto Area Survey

NOTE: SAMPLE SIZE TOO SMALL
TO DRAW CONCLUSIONS

TABLE 13

Variables: SEX, ETHNICITY, YEARS OF FULL TIME SCHOOLING

	MALE RESPONDENTS				ROW TOTAL
	Less than 5 years	5 to 8 years	9 to 12 years	13 years and over	
BLACK					
Number within ethnic group	0	12	28	29	69
% distribution within ethnic group	0.0	17.4	40.6	42.0	4.9
% distribution among ethnic groups	0.0	9.0	5.3	4.0	
% distribution by ethnic group and level of schooling	0.0	0.9	2.0	2.1	
ASIAN					
Number within ethnic group	0	5	33	87	125
% distribution within ethnic group	0.0	4.0	26.4	69.6	8.9
% distribution among ethnic groups	0.0	3.7	6.3	12.0	
% distribution by ethnic group and level of schooling	0.0	0.4	2.3	6.2	
WHITE					
Number within ethnic group	20	110	444	592	1116
% distribution within ethnic group	1.7	9.4	38.1	50.8	82.9
% distribution among ethnic groups	100.0	82.1	84.6	81.3	
% distribution by ethnic group and level of schooling	1.4	7.8	31.6	42.1	
NOT STATED					
Number within ethnic group	0	7	20	20	47
% distribution within ethnic group	0.0	14.9	42.6	42.5	3.3
% distribution among ethnic groups	0.0	5.2	3.8	2.7	
% distribution by ethnic group and level of schooling	0.0	0.5	1.4	1.4	
COLUMN TOTAL	20	134	525	728	1407
	1.4	9.5	37.3	51.7	100.0

SOURCE: York/Institute for Behavioural Research, 1981
Toronto Area Survey

NOTE: SAMPLE SIZE TOO SMALL
TO DRAW CONCLUSIONS

OCASI Study

The 1980 study commissioned by OCASI (Ontario Council of Agencies Serving Immigrants) from YORK/IBR provides some very useful information about Metropolitan Toronto's immigrant population. During the fall of 1980, 558 people who had lived in Canada for more than three years were interviewed. This sample excluded people from the United Kingdom, United States of America, Australia and South Africa. The study notes a substantial increase in immigration to Canada from the third world countries since 1965, i.e. China, Hong Kong, India, Pakistan, Latin America, and the West Indies.

TABLE 14

(a) Education

- . 30% of all respondents completed their education in Canada.
- . one third of all respondents received less than Grade 10 education.
- . one third of all respondents completed Grade 12
- . one third of all respondents had post-secondary training.

(b) Employment

1. Income

- . women earned far less than men.
- . 20% had family incomes less than \$10,000
- . one third of those born in China, Hong Kong, Netherlands and the West Indies reported family incomes less than \$10,000.

2. Level of Employment

- . less than 4% were unemployed
- . 30% were reported as housewives or students
- . 65% of all respondents were employed

3. Occupational Level

- . 23% worked in white collar jobs, over representation of people from Germany and Hong Kong.
- . 41% worked in clerical, sales and services occupations, with an over-representation of people from Greece in the services.
- . 36% worked in blue collar occupations with a high representation of people from Italy and Portugal.

4. Employment and Skill Levels

The OCASI study found that 47% of their respondents worked in jobs for which they were not trained. A higher percentage of people from countries in the Third World cited this than did immigrants from Eastern, Western and Southern Europe. (See Table 15). The under-employment of members of the visible minority groups along with failure to recognize non-Canadian work experience are also cited by the Indian Immigrant Aid Services which had over 9,000 client contacts in 1980. (See Table 49)

TABLE 15: IMMIGRANTS ENTERING CANADA DURING 1977 OR EARLIER
-- METRO TORONTO SURVEY

Percent Reporting in the Job of their Training by Birthplace

<u>Birthplace</u>	<u>Working at a job for which they were trained</u>	<u>Working at a job for for which they were not trained</u>	<u>Tot</u>
Eastern & Western Europe	56.9 (41)	43.1 (31)	100 (72)
Southern Europe	57.9 (73)	42.1 (53)	100 (126)
Third World	47.0 (70)	53.0 (79)	100 (149)
Others	53.2 (84)	46.8 (74)	100 (158)
TOTAL	53.1 (268)	46.9 (237)	100 (505)

Source: OCASI STUDY (YORK/IBK, 1980), Table 3.8

TABLE 16: UNEMPLOYMENT RATES, BY MOTHER TONGUE AND SEX --
METROPOLITAN TORONTO, 1976

	<u>Male</u>	<u>Female</u>	<u>Total</u>
English	6	7	6
French	7	3	7
Chinese	8	7	8
Greek	5	7	6
Italian	4	6	5
Spanish	7	9	8
Portuguese	5	5	5
Eastern European	5	7	6
Indo Pakistani	9	15	12
All Mother Tongues	6	7	6

Source: Special Tabulation, Statistics Canada, 6001-00218A-2E --
1976 Census.

Chart taken from: WORKING PAPERS FOR FULL EMPLOYMENT -
Social Policy Perspectives on Employment. Working Paper
#1: Unemployment in Toronto: Hidden and Real. Social
Planning Council of Metropolitan Toronto. February 1980.
Table #5.

5. Employment Difficulties

- . 47% were employed in jobs for which they were not trained.
- . Underemployment is a predominant problem.
- . Employment difficulties were highest among those born in India, followed by Latin America, Hong Kong, West Indies, and Portugal.
- . Difficulties with language and with jobs were reported by a higher proportion of immigrants in the inner areas of the City.
- . Although job difficulties usually decline as the length of stay in Canada increases, a substantial proportion of residents who have been in Canada since 1956 reported employment difficulties.
- . More women than men report job difficulties, i.e. getting jobs, not having Canadian experience, long hours, low pay, having more than one job.

Based on the analysis of responses the OCASI study also provided some general estimates for the Metropolitan Toronto population. These numbers are excerpted directly from the study and provided in Table 17.

TABLE 17

General Difficulty

Language	101,000
Education	20,000
Employment	131,000

Employment

Getting a Job	65,000
Having qualifications recognized	49,000
Not having enough Canadian experience	61,000
Having to work long hours	79,000

General Areas

Understanding Spoken English	123,000
Writing English	206,000
Reading English	91,000
Speaking English	114,000
Ethnic or racial discrimination	60,000
Understanding Canadian laws	110,000
Dealing with people of different cultures	75,000
Finding affordable housing	90,000

Note: The lowest area of difficulty noted is within the field of Education, and credit can be given to the various school boards for the massive expenditure of funds and the revision in programmes and policies to accommodate the needs of their student population. The Toronto Board of Education has probably implemented the most comprehensive programmes of any board of education or institution in Canada.

ASSORTED TABLES ON IMMIGRATION TRENDS
FOR TORONTO,
THE PROVINCE OF ONTARIO,
AND CANADA

Tables 13 - 25

TABLE 18

- 34 -

IMMIGRATION TO CANADA BY COUNTRY OF BIRTH

	1968-73	1946-73	1973	1974	1975	1976	1977	1978	1979
EUROPE	459,881	2,871,173	71,883	84,780	68,733	49,470	40,967	30,003	32,633
AFRICA	30,820	63,120	8,307	12,792	11,715	8,617	6,595	4,561	4,412
AUSTRALASIA	21,345	60,886	2,671	1,928	1,574	1,367	1,147	944	1,068
* NORTH AND CENTRAL AMERICA	216,840	502,228	45,946	25,147	19,268	16,494	12,755	9,713	7,821
** CARIBBEAN	(65,060)	(103,000)		24,441	18,790	15,066	11,822	8,330	6,535
SOUTH AMERICA	32,827	65,002	11,057	12,204	13,102	10,496	7,774	6,682	5,810
*** ASIA	154,864	263,278	43,193	55,290	52,624	46,482	32,904	25,332	51,740
OCEANIA	4,747	17,272	1,143	1,882	2,675	1,437	950	724	736
Other (born at sea and not stated)	921,324	3,842,963	184,200	218,464	187,881	149,429	114,914	86,289	112,062
				1				24	34
				218,465				86,313	112,096

CUMULATIVE

1946-68 1946-79

EUROPE	2,411,292	3,117,759
AFRICA	32,300	111,812
AUSTRALASIA	39,541	68,914
* NORTH AND CENTRAL AMERICA	285,388	593,426
** CARIBBEAN	(38,000)	(187,984)
SOUTH AMERICA	32,175	120,980
*** ASIA	108,414	527,650
OCEANIA	12,525	25,676

NOTES:

- * Until 1973, North and Central America included the Caribbean.
- ** Between 1946 and 1973 the Caribbean is not tabulated separately. The numbers in parentheses indicate estimates by using country totals.
- *** Asia includes the Middle East.

SOURCE: EMPLOYMENT AND IMMIGRATION ANNUAL REPORTS

TABLE 19: CANADIAN REFUGEE PROGRAMS

1947 - 1951	Post-War European movement	186,510
1956 - 1957	Hungarian movement	37,149
1968 - 1969	Czechoslovakian movement	11,943
1970	Tibetan movement	228
1972 - 1973	Ugandan Asian movement	7,069
1973 - 1979	Special South American program	7,016
1975	Cypriots Special program	700
1975 - 1978	Special Vietnamese/Cambodian program	9,060
1976	Iraq Kurdish movement	98
1976 - 1977	Angola/Mozambique Returnees	2,100
1976 - 1979	Lebanese Special program	11,321
1978	Argentine Political Prisoner program	9
1979- 1980	South East Asian Refugee Program	39,615*

(* Total to April 1980. This figure represents approximately two thirds of a two year program authorizing the acceptance of 60,000 South-east Asian refugees.)

Source: Report prepared by Ontario Welcome House

TABLE 20: IMMIGRATION BY COUNTRY OF BIRTH
-- SELECTED COUNTRIES, 1946 - 1973

China	67,976
Hong Kong	31,291
Japan	15,400
Philippines	32,559
Pakistan	9,702
Sri Lanka	2,598
Africa	28,625*
Asian	35,527**
West Indies	115,760
	407,852
Total Immigration to Canada	3,842,963
Total Immigration to Ontario from outside of Canada	2,031,521

* Excluding South Africa

** Excluding Middle East

Source: Annual Report, 1973. Table 12. Department
of Employment and Immigration.

ONTARIO

Earlier in this report, it was noted that approximately 40% of all immigrants to Canada identify Toronto as their intended place of residence. Just over half of all immigrants to Canada migrate to Ontario. Three years in Canada (1969) noted that less than 10% of immigrants move from one province to another, therefore it is probably safe to assume that people of visible minority backgrounds who have migrated to Ontario over the past few years have been based to a large degree in Metropolitan Toronto.

TABLE 21

	<u>Ontario(1969)</u>	<u>Canada</u>
Total No. of Immigrants		161,531
Immigrant Labour Force	45,808	84,349
<u>Countries of Origin (1969)</u>		
Hong Kong and Taiwan	5,610	3.5%
India	6,736	4.2%
Philippines	3,138	1.9%
West Indies	13,803	8.6%

Source: Three Years in Canada (1969)

TABLE 22

<u>Immigrants Destined for Ontario</u>	
1979	46,257
1980	61,950

In 1980, one quarter of these immigrants to Ontario were refugees. The largest groupings of immigrants were:

From United Kingdom	15%	
From Viet Nam	15%	
From Caribbean and Guyana	10%	(1980)

Source: Immigrant Arrivals to Ontario, 1980 Ontario, Ministry of Culture and Recreation

TABLE 23: TORONTO AS INTENDED DESTINATION (Metro Toronto)
ARRIVALS BY COUNTRY OF LAST PERMANENT RESIDENCE.

Last Quarter of 1980

United Kingdom	3,314	South Asia	1,288
Portugal	1,860	Hong Kong	1,384
Italy	359	Taiwan	164
Greece	289	Korea	297
Eastern Europe	1,433	Philippines	798
Other Europe	1,044	Viet Nam	2,165
Caribbean and Guyana	2,758	Laos	392
Central and South America	907	Cambodia	66
Israel	560	Other South East Asia	269
Iran	278	Other Asia	847
Other Middle East	363	United States	1,020
North Africa	149	Other	378
South Africa/ Zimbabwe	517		
Other Africa	340	TOTAL FOR LAST QUARTER OF 1980	23,239

Source: Ministry of Culture and Recreation, Ontario

TABLE 24: TORONTO AS INTENDED DESTINATION,
1974 - 1979 (Metro)

1974	87,802
1975	78,730
1976	59,634
1977	46,398
1978	32,912
1979	36,638
	342,114 Toronto Total
	869,098 Canadian Total

Toronto immigration as a percentage
of all immigration to Canada
between 1974 and 1979:

39%

Source: Employment and Immigration Annual Reports.

TABLE 25: TORONTO -- ONTARIO WELCOME HOUSE

Settlement Assistance	1975 - 1979	1979 - 1980
Settlement Assistance	11,457	27,000
Indo-Chinese Refugees	491	10,000

By May 1980, Toronto had received 16,383 Indo-Chinese refugees or approximately 43.6% of all the South East Asian Refugees. In addition to the numbers that are listed as destined for Toronto, Ontario Welcome House has been receiving an additional 200 to 300 requests per month. Ontario Welcome House suggests that there are approximately another 4,000 Indo-chinese refugees to Toronto in addition to those who have indicated Toronto as their destination. These refugees had gone to another part of the country and for various reasons have moved to Toronto.

INTENDED OCCUPATIONS OF IMMIGRANTS

Tables 26 - 30

TABLE 26: IMMIGRATION TO CANADA BY INTENDED OCCUPATION

	<u>1946 - 1973*</u>	<u>1974 - 1979</u>
Managerial	41,776	27,628**
Professional	328,734	84,095***
Clerical	223,079	
Commercial & Financial	75,990	
Service & Recreation	233,764	
Transport & Communication	39,509	
Agricultural	204,435	
Fishing, Trapping, Logging	16,541	
Mining	17,199	
Manufacturing, Mechanical Construction	609,023	
Labourers	167,981	
Others	27,536	
Total Workers	1,985,567	379,803
Total Non-Workers	1,857,396	489,295

* Taken from 1973 Annual Report from Employment and Immigration

** Managerial includes entrepreneurs

*** Included in the professional category for these years are occupations in the Natural Sciences, Engineering and Mathematics, Social Sciences, Religion, Teaching, Medicine and Health, Artistic, Literary and Performing Arts, Sport and Recreation Specialists.

TABLE 27

Intended Occupations for Ontario-Bound Immigrants (1980)

Workers	58%
non-workers (spouses, children, students)	42%

Breakdown of Immigrant Labour Force Population (Ontario - 1980)

Manufacturing, Mechanical, operating	20%
Professional and technical	13%
Clerical	10%
Sales and Service	9%
Other Workers	35%
Other occupations	varied from 4% to less than 1% for each of other categories.

Source: Immigrant Arrivals to Ontario, 1980. Ministry of Culture and Recreation, Ontario.

Three years in Canada, followed a sample of immigrants over three years beginning in 1969. Sample size for the study was 2,037 across Canada. The study noted the reasons for not being in intended occupation.

Three tables are provided. Table 28 notes the field of intended occupation, Table 29 notes the occupations after the first and third years, and Table 30 provides reasons for not being in intended occupations.

TABLE 28: DISTRIBUTION BY INTENDED OCCUPATION OF IMMIGRANT SAMPLE AND IMMIGRATION LABOUR FORCE

Groups of Intended Occupation	Immigrant Sample 1969		Immigrant Labour Force 1969	
	Number	%	Number	%
Managerial & Entrepreneurs	81	4.0	2,566	3.0
Professional & Technical	674	33.1	26,883	31.9
Clerical	235	11.5	12,222	14.5
Sales	97	4.8	3,287	3.9
Service & Recreation	122	6.0	9,060	10.8
Transportation & Communication	27	1.3	932	1.1
Farmers & Farm Workers	66	3.2	2,283	2.7
Loggers	2	0.1	115	0.1
Fishermen, Trappers & Hunters	-	-	17	0.0
Miners & Quarrymen	10	0.5	389	0.5
Craftsmen, Production Process & Related Workers	660	32.4	23,443	27.8
Labourers	40	2.0	2,018	2.4
Others			1,134	1.3
Not Reported	23	1.1	-	-
Total	2,037	100.0	84,349	100.0

Source: Table A.5 Three Years in Canada
(CIPS Canada: Employment Immigration, 1974)

TABLE 29

	After One <u>Year</u>	After Three <u>Year</u>
Managerial, Professional & Technical	39	44
Clerical & Sales	13	14
Service & Recreation	10	9
Craftsmen, etc.	28	26
All other	10	7
TOTAL	100	100
Not Stated	8	23

Source: From Table 3.2 Occupational Distribution of
Immigrants (percentage distribution)

TABLE 30

Reasons	Total		
	After One Year	After Two Years	After Three Years
Intended Job Not Available	21	22	19
Qualifications Not Recognized	14	14	17
Qualifications Not Accepted	8	9	7
Lack of Canadian Experience	22	21	19
Language Problems	16	13	8
Chose different job	11	12	22
Other Reasons	8	9	8
TOTAL	100	100	100

Source: From Table 3.6 Three Years in Canada
(Canada: Employment and Immigration, CIP Study, 1974)

ETHNIC COMPOSITION OF CANADA AND ONTARIO
LEVEL OF ATTAINED SCHOOLING AND
OCCUPATIONAL DISTRIBUTION FOR SELECTED GROUPS
(Selection based on available data)

TABLES 31-39

TABLE 31: NATIONAL STATISTICS
ETHNIC COMPOSITION OF CANADA

	<u>1961</u>		<u>1971</u>	
British Origin	7,996,669	43.9%	9,624,115	44.6%
French	5,540,346	30.4%	6,130,120	28.7%
Other European	4,116,849	22.6%	4,959,680	23.0%
Asian	121,753	0.7%	285,540	1.3%
Native Peoples	220,121	1.2%	313,100	1.5%
Negro	32,127	0.2%	34,445	0.2%
Others and Not Stated	210,382	1.1%	171,645	0.8%
TOTAL	18,238,247	100.0%	21,568,310	100.0%

Source: Royal Commission on Bi-lingualism and Bi-Culturalism
Book IV: Contribution of Other Ethnic Groups (1969);
Canada Year Book 1976-1977

TABLE 32: 1971 ONTARIO POPULATION STATISTICS

Total Ontario Population:	7,703,105
Chinese Background	39,325.
East Indian (May be also classified as Asian)	39,920
Indo Pakistani	22,445
Other	8,475
Japanese (May be also classified as Asian)	15,600
Native Indian (May be also classified with Indian and Eskimo)	62,415
Eskimo	760
Negro	18,200
West Indian	19,560
Other and Unknown	92,285

(Other groups classified in this list are: Austrian; Belgian; British Isles; Byelorussian; Croatian; Czech; Danish; Estonian; Finnish; French; German; Greek; Hungarian; Icelandic; Italian; Jewish; Latvian; Lithuanian; Netherlands; Norwegian; Polish; Portuguese; Romanian; Russian; Serbian, Slovak, Slovenian, Spanish, Swedish, Ukrainian, Syrian-Lebanese, Yugoslav)

According to the above 1971 figures, there are 226,700 visible minority people in Ontario.

Source: Ontario Ministry of Culture and Recreation.

TABLE 33: OCCUPATIONAL FIELDS IN ONTARIO (1971)
TOTAL POPULATION

	<u>Male</u>	<u>Female</u>	<u>Total</u>
All Occupations	2,151,775	1,202,585	3,354,360
Managerial,			
Administrative Related	131,700	25,370	157,070
Natural Sciences,			
Engineering, Mathematics	97,260	7,690	104,950
Social Sciences and Related	19,985	12,800	32,785
Religion	6,445	790	7,235
Teaching and Related	52,175	76,325	128,500
Medicine and Health	30,610	93,750	124,360
Artistic, Literary,			
Recreational, Related	24,325	9,865	34,100
Clerical and Related	176,320	413,955	590,275
Sales	217,695	102,800	320,495
Service	190,255	165,675	355,930
Farming, Horticultural			
Animal Husbandry	110,145	32,645	142,790
Fishing, Hunting,			
Trapping and Related	1,090	95	1,185
Forestry and Logging	11,050	600	11,650
Mining and Quarrying			
(Including oil and gas)	19,590	150	19,740
Processing	99,370	23,810	123,180
Machining and Related	117,630	9,930	127,560
Product Fabricating,			
Assembling, Repairing	210,660	67,560	278,240
Construction Trades	206,520	2,160	208,680
Transport Equipment Operating	116,635	4,005	120,640
Materials Handling and Related	62,295	21,750	84,045
Other Crafts and			
Equipment Operating	39,780	6,340	46,120
Other Occupations	64,570	11,600	76,170
No Stated Occupation	145,725	112,925	258,650

Source: Ontario, Ministry of Culture and Recreation, 1971

TABLE 34: OCCUPATIONAL FIELDS IN ONTARIO (1971) -- ASIAN

	<u>Male</u>	<u>Female</u>	<u>Total</u>
<u>All Occupations</u>	34,345	20,430	54,785
Managerial, .			
Administrative, Related	1,584	265	1,850
Natural Sciences,			
Engineering, Mathematics	4,455	425	4,880
Social Sciences and Related	365	310	675
Religion	55	10	65
Teaching and Related	1,570	1,010	2,580
Medicine and Health	1,905	3,690	5,595
Artistic, Literary			
Recreational, Related	365	145	510
Clerical and Related	3,345	6,625	9,970
Sales	2,995	1,145	4,140
Service	5,615	2,425	8,040
Farming, Horticultural			
Animal Husbandry	400	110	510
Fishing, Hunting			
Trapping and Related	5	--	5
Forestry and Logging	45	5	50
Mining and Quarrying			
(including oil and gas)	80	--	80
Processing	740	245	985
Machining and Related	1,700	95	1,795
Product Fabricating,			
Assembling, Repairing	3,180	1,310	4,490
Construction Trades	925	5	930
Transport Equipment Operating	540	20	560
Materials Handling and Related	435	265	700
Other Crafts and			
Equipment Operating	500	85	585
Other Occupations	825	190	1,015
No Stated Occupation	2,720	2,040	4,760

Source: Ontario, Ministry of Culture and Recreation (1971)

TABLE 35: OCCUPATIONAL FIELDS IN ONTARIO (1971)
NATIVE INDIAN AND ESKIMO

	<u>Male</u>	<u>Female</u>	<u>Total</u>
<u>All Occupations</u>	10,735	4,685	15,420
Managerial, Administrative, Related	160	85	245
Natural Sciences, Engineering, Mathematics	185	25	210
Social Sciences and Related	85	50	135
Religion	15	-	15
Teaching and Related	70	135	200
Medicine and Health	105	285	390
Artistic, Literary Recreational, Related	185	30	215
Clerical and Related	450	985	1,435
Sales	350	170	520
Service	950	1,200	2,170
Farming, Horticultural Animal Husbandry	450	115	565
Fishing, Hunting, Trapping and Related	95	5	100
Forestry and Logging	860	70	930
Mining and Quarrying (Including oil and gas)	200	5	205
Processing	535	90	635
Machining and Related	500	45	545
Product Fabricating, Assembling, Repairing	705	315	1,020
Construction Trades	1,626	15	1,640
Transport Equipment Operating	600	25	625
Materials Handling and Related	320	65	385
Other Crafts and Equipment Operating	150	25	175
Other Occupations	455	60	515
No Stated Occupation	1,675	890	2,565

Source: Ontario, University of Culture and Recreation (1971)

TABLE 36: LEVEL OF SCHOOLING ATTAINED:
ASIAN POPULATION IN ONTARIO (1971)

(Five years of age and over, full time school attendance.)

		<u>% of Ontario Total</u>	<u>% of Group Total</u>
TOTAL	28,500	100.0	25.27
Elementary	16,090	56.46	14.27
Secondary	6,455	22.65	5.72
Post-Secondary (Non-University)	1,005	3.53	0.89
University Only (With or Without Degree)	4,290	15.05	3.80
University and Other Training	600	2.32	0.59

Source: Ontario, Ministry of Culture and Recreation (1971)

TABLE 37: LEVEL OF SCHOOL ATTAINED:
NATIVE POPULATION IN ONTARIO

(Five years of age and over, full time school attendance.)

		<u>% of Ontario Total</u>	<u>% of Group Total</u>
TOTAL	19,535	100.00	30.92
Elementary	15,240	56.46	24.12
Secondary	3,690	18.89	5.84
Post-Secondary (Non-University)	360	1.84	0.57
University Only (With or Without a Degree)	220	1.13	0.35
University and Other Training	30	0.15	0.05

Source: Ontario, Ministry of Culture and Recreation (1971)

TABLE 38: LANGUAGE BACKGROUND OF SELECTED GROUPS IN ONTARIO (1976)
(First Language Learnt)

Chinese	35,320
Indo-Pakistani	15,345
Japanese	3,905
Native	1,465
	56,035

Source: Ontario, Ministry of Culture and Recreation

TABLE 39: EDUCATIONAL LEVELS OBTAINED BY LANGUAGE BACKGROUND
FOR INDIVIDUALS OVER THE AGE OF 15 IN ONTARIO (1976)

	<u>Less Than Grade 9</u>	<u>Grades 9 to 13</u>	<u>Post-Secondary Excluding University</u>	<u>University</u>
Chinese 28,990	6,740	9,425	3,360	9,470
Indo- Pakistani 14,395	1,935	3,735	2,155	6,565
Japanese 3,385	715	1,335	385	950
Native 1,155	290	400	160	305

Source: Ontario, Ministry of Culture and Recreation
(Data Extracted from 1976 Census)

SOUTH EAST ASIAN REFUGEES:
INTENDED OCCUPATIONS AND EDUCATIONAL LEVELS

TABLES 40 - 41

TABLE 40: SOUTHEAST ASIAN REFUGEES
INTENDED OCCUPATIONS -- JANUARY 1, 1979 - APRIL 18, 1980

	<u>Number</u>	<u>Percentage</u>
New Worker	6,672	16.8
Entrepreneur	3	.01
Managerial/Admin	98	0.3
Science/Eng & Rel	297	0.7
Religion	6	.02
Teaching Related	454	1.1
Medicine-Health	541	1.4
Arts/Sport/Recrtn	210	0.5
Clerical Related	992	2.5
Sales	451	1.1
Service	668	1.7
Farming	282	0.7
Fish/Forest/Mines	88	0.2
Processing	749	1.9
Machining & Rel	478	1.2
Fabricating & Repair	4,919	12.4
Construction	795	2.0
Other Workers	1,071	2.7
Students	4,475	11.3
Housewives	3,686	9.3
Other Non-Worker	12,680	32.0
Total	39,615	100.0

Source: IndoChinese Refugees - South East Asian Refugee Program. Preliminary Statistical File, prepared by Ontario Welcome House, based on data from Canada: Employment and Immigration Commission.

TABLE 41: SOUTH EAST ASIAN REFUGEES - EDUCATION
JANUARY 1, 1979 - APRIL 18, 1980

	<u>Number</u>	<u>Percentage</u>
No Education	10,392	26.2
Secondary or Less	25,415	64.1
Formal Trade Cert.	1,625	4.1
Other Non-University	458	1.2
Some University	1,133	2.9
Bachelor Degree	461	1.2
Some Post Graduate	27	.07
Master's Degree	39	.19
Doctorate	57	.1
Total	39,615	100.0

Source: Indo-Chinese Refugees - South East Asian Refugee Program. Preliminary Statistical File, prepared by Ontario Welcome House, based on data from Canada Employment and Immigration Commission.

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NATIVE POPULATION

TABLES 42 - 49

NATIVE POPULATION

In 1976, the Public Service Commission of Canada estimated the Native population of Canada to be just over 800,000. Data gleaned from the files of the Ontario Task Force on Native People in Urban Setting suggests that there are other estimates. The national and provincial figures suggested by Employment and Immigration for 1977-78 are 2 million and 350,000 respectively. On the other hand the Department of Secretary of State provides 3.8 million and 829,000 as their national and Ontario figures. Other figures suggest that the Ontario figure for Status, Metis and Non-Status Indians is closer to 135,000 of which just over 21,000 live in Metropolitan Toronto.

Limited data exist on the occupational distribution and education of Native people in Ontario, and particularly in Metropolitan Toronto. The 1971 occupational distribution chart provided from Culture and Recreation sources lists only 15,420 native people in Ontario, while their educational figures include 19,535. It is likely that most of the people listed in these two charts are Status Indians.

Some other data are also available to show the occupations filled by Status Indians on reserves. The inventory lists note that a variety of skills were all available on short notice.

While these data sources are all different and are based on a variety of assumptions, they provide some indication that there exists a wide range of skills within the Native community. It is difficult to tell how these skills translate to an urban setting.

TABLE 42: NATIVE POPULATION

Ontario 1978	Metis and Non-Status Indians	117,000
1998	Metis and Non-Status Indians plus Status Indians	139,110
Status Indians - two thirds live on reserve - one third live off reserve and in urban areas (22,700).		
Non-Status Indians - three quarters live in urban areas.		

Source: Ken Svenson, "Forecasting the Native population on Ontario", submitted to the Ontario Task Force on Native People in Urban Setting.

TABLE 43

Metro Toronto - 28.6% of all urban Natives (Ontario)

- 1978	21,333
- 1997	38,901
Urban Natives - 1978	75,487
In Ontario - 1998	137,665
Labour Force - 1978	55%
Participation - 1998	68%
(Over Age 15)	

Source: Native Council of Canada and CEIC
(Employment and Immigration Commission)

TABLE 44: ESTIMATES OF THE NATIVE POPULATION IN ONTARIO
(1977-1978)

	<u>Employment and Immigration Estimate</u>	<u>Secretary of State Estimate</u>
CANADA	2 million	3.8 million
ONTARIO	350,000	829,000

Source: From files of the Ontario Task Force on
Native People in Urban Setting.

TABLE 45: NATIVE EMPLOYMENT (1976)

	<u>Total Population</u>		<u>Unemployment</u>
Canada	23,180,000	100.00%	8.6%
Status Indians	288,938	1.25%	Over 60%
On Reserve	181,869	0.8%	50-90%
Off Reserve	107,069	0.5%	45-65%
Non Status Indians and Metis	520,000	2.2%	?
Inuit	18,413	0.1%	91%
# of Reserves in Canada			2,274
% of Status Indians living on reserves and crown lands			70%
Total number of Native employees in the Federal Public Service			2,500
Number of Native employees in Operational and Administrative Support (secretaries, clerks maintenance)			2,145
Number of Native employees in Officer level positions			355
Total number of Officer level positions in the Federal Public Service			72,000

Source: CASRP (June 1978) Bulletin
Public Service Commission data

TABLE 46: NATIVE EMPLOYMENT

	1973-74		1974-75	
Indian Population in Survey	162,112		98,520	
No. of reserves in survey	2,104		377	
Total Number of reserves in Canada - 2,274 with 70% of status Indians.				
Average Income per employed indian	\$1,959		\$1,780	
Activities	Number	% of Survey	Number	% of Survey
Primary (Agriculture, Fishing, Wildlife, Minerals)	14,796	9.1	5,080	5.2
Labourer	9,405	5.8	2,510	2.6
Arts and Crafts	5,533	3.4	2,603	2.6
Industrial, Commercial Real Estate	2,837	1.8	1,900	1.9
Band Government	1,966	1.2	1,565	1.6
Tourist Industry and Commercial Recreation	1,279	0.8	526	0.5
Professional (Teachers, Lawyers, Doctors, Nurses, Engineers, etc.)	511	0.3%	319	0.3
Other	3,601	2.2	2,052	2.1
Total Employed In Survey	39,928	24.6	16,553	16.8
Total Unemployed In Survey	122,184	75.4	81,965	83.2
TOTAL	162,112	100.0	98,520	100.0

TABLE 47: NATIVE EMPLOYMENT

Report to Cabinet notes that although 58 government departments and agencies were ordered to produce reports or action plans on Native hiring, half of them ignored these orders. Blame is attributed to apathetic bureaucrats.

Although \$10 million has been spent since 1978, it has produced little impact on Native hiring.

- . 4% of Canadian population is composed of Indians, Metis or Inuit, but only 2,500 Natives or less than 1% of the work force are civil servants.
- . In the north, Native people make up 60% of the population but only 14% of the civil service. Most of the positions in which they are hired are seasonal or at the bottom of the pay scale.
- . Of 1,856 Natives identified in 10 Government departments only two are in senior management.

Source: Globe and Mail (February 23, 1981, p.3)
"Apathy blamed for failure of Native hiring policy".

TABLE 48

	Ontario Population 1977	Metis and Non-Status Population 1975
Working Age Population	74.9% 6,278,000	42.4%
Participation Rate	64.4%	71.8%
Unemployment Rate	7.0%	23.1%

Source: Task Force on Native People In
Urban Setting, Ontario (From Task Force Files)

TABLE 49: NATIVE EMPLOYMENT

The following occupations were found in the inventory list for people who were available for work on the listed reserves: Whitefish, Sheshegwaning, Sheguindah, Sucker Creek, West Bay, Wickwemiking.

Chief	Truckdrivers
Band Administration	Guides
Waterworks	Housekeepers
Garbage Disposal	Machine Operators
Librarian	Handyman
Community and Health Worker	Electrician
Caretaker	Plumber
Planners	Motel Manager
Secretary	Recreation Counsellor
Labourers	Policeman
Rough Carpenters	Audio-visual Coordinator
Loggers	Audio-visual Technician
Miner	Book-keeper
Construction	Cashier
Counsellor	Chef
Clerk/Typist	Welfare Administrator
Nurses	Lands and Estates Administrator
Hairdressers	Curators
Short Order Cook	Researchers

Source: From the files of the Ontario Task Force
On Native People in Urban Setting

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SOUTH ASIAN POPULATION

TABLES 50 - 51

TABLE 50: SOUTH ASIAN POPULATION

Estimates of the South Asian population provided by Indian Immigrant Aid Services note that in 1978 there were approximately 250,000 across Canada, and 100,000 of these people were resident in the Metropolitan Toronto area.

People of South Asian background come from the following countries: India, Pakistan, Bangladesh, Sri Lanka, East Africa, Guyana, Trinidad, Fidji, Singapore, South Africa, Uganda.

Indian Immigrant Aid Services works with people from India, Pakistan, Bangladesh, East Africa, West Africa, Sri Lanka, and to a lesser extent Trinidad and Tobago, and Guyana. The profile of a typical client to the centre is as follows:

- . English speaking
- . Male
- . Minimum of a Bachelor's degree
- . Previous training and work experience in home country.
- . Majority migrated between 1950-73, and of those people many are white collar professionals who received training in the United States and Great Britain.
- . Many have experienced overt and covert discrimination.

The 1975 change in immigration law led to the increase in other family members. This affected the above profile in the following way:

- . Increase in the number of women
- . Lower educational levels than the males (usually incomplete high school)
- . Women are pushed into factory work
- . Women are less likely to be English speakers.

The number of client contacts for this Centre follows:

1978	1979	1980
7,529	7,327	9,427

The most serious problem faced by this group of people is under-employment. Discrimination takes the form of employers refusing to accept experience other than Canadian work experience as valid work experience.

Source: Anver Garda, Executive Director,
Indian Immigrant Aid Services. Toronto (1981)

TABLE 51

The attached sheet lists the number of services and businesses that cater directly to the Indian community. This information was gleaned from the IIAS directory and summarized to show the degree of professional and other skills that exist in the community.

Physicians (General Practitioners)	31
Physicians (Specialist)	18
Lawyers	20
Accountants	11
Social Workers	15
Business - Clothing, Carpets Gifts, Handicrafts	34
Printers	8
Graphics	2
Jewellers	3
Dryers and Cleaners	16
Auto-repair, Driving Schools Service Stations	8
Travel Agents/Services	18
Restaurants	28
Food Stores	61
Insurance Agents	42
Real Estate Agents	9
Cinemas	7

Source: Indian Community Information Directory 1976

GUIDE TO DETERMINING LABOUR FORCE AVAILABILITY

The attached guide was prepared by the U.S. Department of Health, Education and Welfare in order to assist those employers who receive federal contracts to determine the workforce availability of women and minority groups. These guidelines are part of the contract compliance information issued to federal contractors.

TABLE 52

TABLE 52(A): WORKFORCE AVAILABILITY

- . currently employed in the occupation
- . qualified but currently employed in another occupation
- . trained in the occupation
- . members of the experienced civilian work force
- . experienced but unemployed
- . licensed or registered
- . available or promotable from within
- . trainable.

TABLE 52(B): DETERMINING AVAILABILITY

- . Determine detailed occupational classification of the job
- . Is labour market national or local?
- . Is detailed occupation listed in census report?
- . Obtain data from other sources
- . Are data useful?
- . Use census data for next larger occupational classification.
- . Are sex and minority groups given?
- . Determine geographic limits of local labour market
- . Is data given for local area?
- . Use data for next larger labour market?
- . Is sex distribution given?
- . Are numbers of minorities given?
- . Compute preliminary percentages.
- . Make necessary adjustments for biases and omissions in data

TABLE 52(C): Office of Civil Rights will use the following criteria in evaluating the completeness of contractor availability data:

- Are data given by detailed occupation wherever that is useful?
- Are data provided on each minority for both sexes, not just total minorities and totals for each sex?
- Is evidence shown that efforts were made to contact an appropriate number of statistical organizations?
- Has census data been used when other sources have not been useful?
- Has local labour market been geographically defined and justified?
- Have people in other industries been considered part of the availability pool for an occupation, not just people in the contractor's industry?
- Have data been summarized and presented so that statistical procedures can be validated.

TABLE 52(D): Office of Civil Rights will use the following criteria in evaluating the accuracy of contractor availability data:

- . Is the detailed occupational classification of the job correct?
- . Do data contain obvious biases or omissions?
- . Are data reasonably current? If not, have efforts been made to update the data?
- . If a sample has been conducted, have the universe, sample size, level of precision, response rate, etc., been described?
- . When data are unobtainable, has the composition of the next large labour market area been used as an estimate for the availability of women?
- . When data are unobtainable, has the composition of the next larger occupation been used as an estimate for the availability of minorities?

SOURCE: Manual for determining the Labor Market Availability of Women and Minorities. US Department of Health Education and Welfare. Office of the Secretary, Office for Civil Rights.
1.

POOR

QUALITY

ORIGINAL